

~~Unapproved~~ **APPROVED**  
**Candia's Selectmen's Public Meeting Minutes**  
**September 24<sup>th</sup>, 2018**

**Attendance:** Chairman Susan Young, Vice-Chair Carleton Robie, Selectman Boyd Chivers, Selectman Russ Dann, and Administrative Assistant Andria Hansen. **Absent:** Selectman Scott Komisarek.

**6:00 p.m.** Chair Young called the Public Meeting to order and immediately followed with the Pledge of Allegiance.

**Protocol:** Chair Young wanted to quickly review their protocol for the meetings. Please try not to have any sidebars whether it is the Board or the public. If you want to speak please raise your hand. This is a business meeting. As usual we'll start with public comment but if there is something you want to add during our business meeting and it is not going on and on you'll be allowed to address it. They have a very open Board and they want to hear the comments.

**Public comment:** Chair Young asked if there was any public comment to start. There was no public comment.

**Approval of Previous Minutes: Public meeting minutes of 9/10/18.** Selectman Chivers moved to accept the September 10<sup>th</sup>, 2018 Selectmen's Meeting minutes as amended. Seconded by Selectman Robie. All were in favor. Motion carried.

**School Board – plan for future collaboration:** School Board members Kim Royer, Matt Woodrow, Dana Buckley, and Mark Chalbeck and Superintendent Dr. Littlefield were present. Chair Young explained the intent to get together was to collaborate on any major things they may have and maybe do some planning for the future. They can make sure the tax rate is stabilized. School Board Chairman Matt Woodrow appreciated Chair Young inviting them to the meeting. They have been trying to get the Board together. He introduced the School Board members present and Stephanie Helmig couldn't attend the meeting tonight. He also introduced Superintendent Dr. Littlefield. They thought it would be good to have Dr. Littlefield here to express that they are also interested with collaborating. One of the things they are working hard on this year is the budget and over the years Dr. Littlefield has done a good job with keeping the budget down given the rise in special ed, building maintenance funds, etc. They will do the same this year. They have had a great start to the school year and many of you know they have a new principal. If you haven't met Becky Wing he would encourage you to stop by the school some time. From what they hear Becky is doing a phenomenal job. They are already hearing some great things in the community, she's very personable and a great fit for this community. Enrollment is just around 300. So there were some concerns about enrollment going down. They were expecting to start the year around 286, but they are at 300. They can't really complain about that. School Board member Dana Buckley noted that one of the things they are going to be collaborating in the future, he didn't know if the Select Board had a chance to read the Turner Report. This may be something the Board may want to look at when they have a chance because they have a few things that were mentioned in that report that are old and need to be replaced or updated and there is going to be a lot of cost. School Board Chair Woodrow noted that Mark and

Kim are on the facilities committee and they have already had a couple of meetings to go through that list. School Board member Mark Chalbeck said in the report it explains that some of the air handlers are old and need to be replaced. Some of the piping, but not all of the piping needs to get done. They are looking at sensible things. They are looking to have some sirens and strobes installed in the bathrooms in case you have some handicapped kids they would be able to understand the blinking light, there's a fire and they can go where they need to go. There are some non-friable tiles in three class rooms that they need to take care of this year. This is why they are coming to you and talking. They are saying the \$125,000 that they were asking for the facilities portion they would like to boost it up a little bit to mitigate that. The other thing was they have started to discuss the nurse's area. It is a ten by ten area maybe eight by ten by the time you get the desk in there. They can barely take care of two kids as it is one of the being contagious now they have contaminated another child. So there was an option of kicking out into another school room right next door and addressing the bathroom issue. They aren't looking to move them across the school but do some sensible adjusting. Chair Young asked if there were any other comments from the School Board. School Board Chair Matt Woodrow said for the longer term things they have a major issue in the mornings and afternoons with cars coming in and out and traffic pattern. If you have been to the school during pick up in the afternoon it is not a good scene right now. Over the years it has become worse as ridership has decreased on the bus side and more parents are opting to drop kids off and pick them up after school for various reasons. They might be doing a sport or another afterschool activity so the bus doesn't make sense logistically for them. So they choose to pick them up and with that increase the demand of traffic around that semi-circle has increased. He thought it has gotten to the point where it needs to be addressed so as the Boards they need to have discussions about what that looks like long term. If they were to change anything it is going to impact traffic this way or coming up towards the library. There are a lot of other things in town than just the school, obviously if they need to reroute that. So it is definitely more of a longer term discussion that they would like to have with the Boards together. Another thing is to be transparent. We need to talk about the future of the school. The configuration of the school with grades and what does it look like ten to fifteen years from now. As budgets go up and if enrollment is going to stay where it is how do they offset some of that tax base. So he thought they are going to have to look at some creative solutions which involve more than just the School Board. They can certainly come to the Select Board with some ideas whether it be grouping certain grades things like that they are going to try. They can make those decisions on the school side but as they get into reconfiguration of the outside and what that looks like those are things they should have joint discussions on. They can answer any question and they don't have a plan for today but one of the things that he and Phil have had discussion on before is that it is more of a town wide discussion than it is a school discussion. It's the future of the school and what that building is going to look like ten or fifteen years from now. Maintenance is certainly not going to go down on that building as the building ages it is going to continue to cost us more. So they need to be thinking about what that looks like. Do they keep painting and reroofing they can certainly do that and fix little things as they come up. But what does that look like down the road and in the future. Chair Young asked if there were any questions from the Board or comments. Selectman Dann asked when you talk about pick up do you stagger the classes of grades, so parents come at different times. School Board Chair Matt Woodrow didn't think logistically they could do that. Dr. Littlefield said it would have some profound impacts on the transportation system not to mention the number of buses you would have to provide regardless of whether or not the parents

drive the youngster they still need a spot on that bus for that youngster because they don't drive them every day. So if they staggered upper grades and lower grades you effective use twice as many buses. They are paying the price of efficiency. School Board member Kim Royer said the other piece is if you extend the day then you have to pay the adults to be watching the kids so you may have fixed the bus problem but then you are paying the teachers and paying the para's extra money. It has been looked at numerous times. It's a challenge because busing is always a biggie. Chair Young said she can imagine the daily schedule with specials that would be askew also. Selectman Chivers asked where they can get a look at the list just referred to about the maintenance items. School Board Chair Matt Woodrow said the report is on the website. He noted they went over the priority punch list at the last meeting. The name of the report is the Turner Report. If they want to look at the minutes of their last meeting they went through a prioritization of those items that they called out during their assessment. Essentially those items will be what is included in the budget that they propose obviously as their short term items for this year. School Board member Mark Chalbeck noted in the report there are some leaks in the roof, there are some leaks in the sidewalls where water is starting to migrate into the school, so they need to fix that this year. Selectman Chivers asked if Turner was the contractor. School Board member Matt Woodrow replied civil engineers. If the Board takes a look at this report he thought it would be a good starting point for our next meeting discussion. Selectman Chivers asked when that report was done. School Board member Matt Woodrow said they finished it in February. They were looking to get up on the roof and snow started to fall, so they had to wait until the spring. Selectman Dann said he had the opportunity to work with Becky the new Principal and she is very pleasant to work with. He was glad to see that the school was looking on how to do some recycling. This is what he got to talk to her about. It was steps on how they can do it and benefit everybody. It has been very pleasant working with your group that's involved with recycling. Chair Young thought it was great idea to start with the long term things and then we can be looking at our Master Plan also and see how they fit in and how we can coordinate. School Board member Dann Buckley noted they have the Superintendent search going on and that is going to entail a lot of meetings in the next month and a half. Chair Young didn't foresee this happening for the budget they are going to propose for December. If they can maybe get a conversation going and again the public has been excited and very supportive about the prospect and they thought this would be a good collaboration. She personally appreciates as a tax payer the amount of money you return to the town. It's almost \$400,000 she thought the School Board is being pretty frugal in what they are doing. So if they could throw out some dates and it can wait it doesn't have to happen before the search is done. They know what numerous meetings are like. School Board Chair Matt Woodrow said the idea of getting out in front and being more strategic with any big items that are coming up especially if the Selectmen have stuff on the town side that they know are coming up in the next five years. They want to make sure that they synchronize that with what is happening on the school side with any costly items that they might have coming up. He thought they tax payers would appreciate that as well. They could look at having the Select Board come to one of their meetings coming up as well. School Board member Kim Royer explained with the Turner Group the biggest chunk of money is what is being recommended. We as a Board have not come up with a five year plan or even a ten year plan, they haven't staggered those yet. They've had conversation about it. Once they have a draft of ideas then they will present it to the Selectmen and then you can say five years from now they were looking at something so maybe they'll do year four or six. Chair Young thought that was a great idea. Selectman Chivers said they do have a capital improvement plan

for the Town of Candia and this stuff should fit right in there. This is when you coordinate each department, the Town, the Fire Department, and the School. This is how you level off the tax impact. He asked if they have been in touch with the Planning Board. School Board Chair Matt Woodrow said they haven't. Chair Young noted there has been some discussion about a village district which certainly with drop off and pick up would affect that. She didn't know how that was going to work, but she thought Selectman Chivers brought up a good point. She thought they should take a look at the Master Plan. School Board Chair Matt Woodrow said they did kind of put things on hold with reconfiguring anything out here; they were waiting to hear what was proposed for the village district. Their idea was they just put the brakes on anything because whatever happens there impacts traffic patterns and changes things on the school side as well. He thought these things have to be merged together and they need to be at least discussing it so they are on the same page. Chair Young said she appreciates the School Board coming in and meeting with them. They know how hard it is, but if they can get the discussion going she thought it could work out well for everybody even with the village district. She asked if this was something that was going on the ballot. Mark Chalbeck who is also a Planning Board member explained they are working on a proposal and hopefully that will be ready for the ballot. He would hate to talk about it any further without Rudy being here as the Chair of the Planning Board. Chair Young noted the Selectman Komisarek isn't here and he is our rep.

**Solid Waste Departmental Report:** Recycling Center Supervisor Whitcher read from the attached report.

**Selectman Dann to discuss purchasing a skid steer for the Recycling Center.** Selectman Dann said purchasing the skid steer which was recommended by the Board a year ago to be put in the budget and it was passed by the town in their budget. They are looking to get the authorization to purchase it; it's a JCB skid steer. Chair Young asked if there was any discussion by the Board on that. She thought they were familiar with the skid steer. She asked what the pleasure of the Board was. ++Selectman Chivers said he educated himself on this by speaking to people that use this stuff speaking to Chuck and the people that work down there. When they originally considered this matter he was uninformed because he didn't participate in the original budgeting of it. After listening to the people that have experience over there and giving respect to the liaison, it is his view since the amount was approved by this Board, approved by the Budget Committee last year and approved by the town at the Town Meeting. There is no reason for us to delay this any longer, they ought to buy this thing and they'll have a back up machine over there that is capable of doing everything they need to do. He would support buying that skid steer loader before this year before the end of the budget season. Chair Young said just to be clear does Selectman Dann have the number. Selectman Dann said \$65,000 with the trade in. Chair Young asked how much was the trade in. Recycling Center Supervisor Whitcher replied \$3,500. The price of the unit is \$68,000 and trade in is what gets it down to \$65,000. Selectman Chivers said one thing he did learn since he talked to everybody is it's a lot easier to plow snow with the JCB than it is with the other one. It's closed and he has a little cab there so he's out of the ice and snow. He thought that was a consideration as well. Chair Young clarified if this is the way they are headed they are looking at \$68,000 with a trade in of \$3,500 for the machine. She asked if this was the one that was presented. Selectman Dann said that was correct. Selectman Robie said he would like to speak briefly. Just for the record last September when they budgeted Recycling Center Supervisor Whitcher thought he could get another year out of

the machine because there is nothing wrong with it that is what he said. Recycling Center Supervisor Witcher stated that is not what he said. Selectman Robie said then they budgeted and this Board was told conflicting stories when they budgeted they budgeted for a skid steer. Then when they needed a machine they were asked to buy another JCB with a telescopic boom and they have one of those already. So they voted a month and a half ago or back in May to postpone a purchase of a new piece of equipment. This is what they decided to do and if they need it now according to whoever has talked to the gentlemen at the facility then they can either make a decision this evening or budget in the fall for the 2019 budget. Recycling Center Supervisor Witcher noted what they have at the facility is a Case skid steer and a JCB Telehandler which is not a skid steer. They have one skid steer and one non skid steer. The Telehandler has an extendable boom, its 4-wheel drive with 4-wheel steering. It is however manufactured by JCB. Selectman Dann said when they had that discussion he passed out the pamphlet of the skid steer and what it was. He made reference to page 9 to see what people were talking about. He noted that Selectman Chivers had mentioned that a good idea besides the unit itself was the side entry instead of crawling through a bucket and stepping over to step into the unit. This is a hazard and he was talking with someone who is involved with a lot of heavy equipment and they run into a number of safety issues. Chair Young noted that her personal opinion is they did budget for it. She did vote against it because she thought they didn't need it and possibly they didn't in the fall. It appears that it is needed now from what she understands they are putting a lot of hours on one machine because they other machine can't do exactly what it is supposed to be doing. This will not bring them over budget and she is fiscally conservative. She would rather buy it this year instead of putting it in next year's budget. They approved several budgets the other night and she would prefer not so see it on next year's budget if in fact they have the money. As the Budget Committee Rep she presented it as the town would be buying it when we gave them the budget last year. She thought the tax payers have approved it that way. It doesn't always work out that way. She didn't want anyone to think that she was flip flopping, but she has changed her mind on this one just because of the information that she has gotten. She believed the trade in has gone up \$500 also. From what she understood if they keep the machine they have now and they don't trade it in and if it breaks down and doesn't work at all it would be worth \$500 scrap, so if they can get \$3,500 off of the purchase price. This is not her field of expertise, but she has asked several questions and she feels comfortable doing that. She certainly wanted to hear what the rest of them thought. Selectman Dann moved to authorize the Recycling Center to purchase a JCB in the amount of \$68,000 minus the trade in value of \$3,500. Seconded by Selectman Chivers. Chair Young, Selectman Dann, Selectman Chivers were in favor and Selectman Robie was opposed. Motion carried on a vote of 3 to 1 (3-1-0).

**Budget proposal update- Moore Park and Recycling Center.** Chair Young said she was hoping they could take a vote and finalize the Moore Park and also the Recycling Center. She asked if Selectman Dann was comfortable with that. Selectman Dann said the only question he had was the skid steer. The Recycling Center 2019 budget amount was \$369,473. Accounting and Payroll Specialist Donna Becker noted they still haven't heard back from Stantec on the testing for the old dump and the other question is do they want to leave the "Equipment Purchase" line there with a dollar or do they want her to eliminate it. Chair Young said she would personally keep it in because sooner or later they will be purchasing some types of equipment. She asked what he Board thought. Selectman Dann said from sitting on the Board everybody believes in always keeping a dollar in to keep the line open. This is just from past

information he has received from other Board members. He would say leave a dollar in. Chair Young asked if that was okay with the Board. She noted that she did forget about Stantec. They will have to wait on that. She noted that Dennis did get a number to her and the paving is going to approximately be \$5,600. Selectman Chivers asked which line under Parks & Recreation this was under. Chair Young said it was called paving. She noted it was on page 5 if anyone had their budget. Selectman Dann asked how much was that for. Chair Young said it was for \$5,600. She asked Donna to put in \$6,000 and she will still be below this year's budget by \$1,000. Anything they wanted to finish up they could probably do with the money that is still in this budget. Selectman Robie asked if they needed a motion. He has a couple of questions. He noticed that the opening and closing of the bathrooms was cut in half. He asked what the plan was for that. Chair Young said the reason for that was to get the automatic locking bathroom doors. Selectman Robie asked if this was budgeted for. Chair Young said she was hoping to get them in this year's budget. There is enough money left to get the bathroom doors and the locks. She has \$20,600 left in this budget. She noted this was due to the volunteer efforts there. Her thought was to purchase the two doors and the locks, two changing stations one for each bathroom. She thought she could get that done easily with the money she has left over. This is why this is in half. She spoke to Mr. Abelson and her thought was to have him come at night to make sure the door is fully locked. He could clean it up and restock and in the morning it will automatically unlock again. They can unlock and lock remotely. She just got a range of prices and she can share all of her notes with the Board. She thought they could get all of that done with this year's budget. Selectman Chivers asked which line she would charge for the doors. Chair Young thought she would take it out of supplies and repair. She won't go over. She thought if they added the \$6,000 it brings it to \$30,750 which is still \$1,000 below this year's budget. She noted the residents have been wonderful. She asked the Board if they have any other questions. *Selectman Chivers moved to approve \$30,750 for the Parks and Recreation 2019 budget. Seconded by Selectman Dann. All were in favor. Motion carried.* Chair Young noted they still have a couple of accounts open because Block 5 is going to make a presentation, so that account is open. He'll make a presentation on Thursday at noon. If there are going to be more than three of us they need to post it as a public meeting. Selectman Dann said he would be out of town. Selectman Chivers asked what were they going to cover that they didn't cover at the budget hearing. Accounting and Payroll Specialist Donna Becker explained he is going to go over all of the expenses i.e. the monthly chargers, the onetime charges for licensing, anything that has been asked for by any of the departments, and his presentation from the other night. He will be giving them a grand total. Chair Young said whoever wants to go is welcome to go. Again if there are more than three of us she has to make sure it is posted. Selectman Chivers suggested posting it and if three of us don't show up. Selectman Dann asked if some of that money in this budget already. Accounting and Payroll Specialist Donna Becker said yes she came up with a ballpark number to put into the proposed budget. She just wants to make sure that her numbers are correct so it is budgeted properly for next year. Selectman Robie thought they should just notice the meeting. Chair Young noted they are still waiting for legal. She thought Selectman Robie had something to add to the Highway Budget. The Smyth Memorial Building is going to be addressed at the October 8<sup>th</sup> meeting. They will be having an official vote at their next meeting (October 2<sup>nd</sup>). This will be before the Budget Committee meeting. The Selectmen will take a vote on it on October 8<sup>th</sup> and then it will go to the Budget Committee on the 10<sup>th</sup>. Chair Young noted that Road Agent Lewis needed a couple of weeks to get his figures together. She has gotten figure, but only from a private individual not from municipalities. She

thought they may have forgotten so she has asked Administrative Assistant Hansen to draft a letter to see if they can get a better response from the different communities and what they are using for rates. Selectman Robie noted that after their last meeting Road Agent Lewis needed some guidelines and he thought they had this in the office for everybody to look at. He gave Road Agent Lewis a copy and he can work on his rates off of that for his budget. He thought they were pretty competitive rates. Road Agent Lewis said whatever the Board wants to set. Selectman Robie said those are the rates and the differences. Selectman Chivers asked Road Agent Lewis if he factored these new rates into his budget. Road Agent Lewis said not yet they have to be approved by the Board. They need to decide what they want to do with them. Chair Young asked where the rates came from, who was the source. She was just curious. Selectman Robie said different sources who own trucks, bulldozers, excavators, tree cutting services. The only thing he questioned was the grader. The state didn't have a grader rate. Road Agent Lewis said this is the same grader rate they have been using since 1999. Selectman Robie said they increase that by 10%. Road Agent Lewis said it is whatever the Board felt. Selectman Robie said that is what he thought. Chair Young asked if there were municipal rates on there. The new rates that he came up with or are they all private individuals. Selectman Robie said private individuals. Municipalities pay private individuals and that is what they get when they work for anybody. This is why Road Agent Lewis explained to us that it is getting more and more difficult to get people to come and work when they can get \$80 an hour for their truck and we pay them \$66. They are going drive their truck for \$80 or \$85 instead of \$60 any day. This is why they have changed their plow rates considerably in the last few years. Selectman Chivers said he is not in the business but these don't look unreasonable when you look at the cost of some of this stuff and what they have to get per hour. He would have to say this is pretty fair to everybody right here. If this comes with Selectman Robie's recommendation, he supports that. Selectman Dann asked if they pay overtime to truckers for plowing. Road Agent Lewis said it is always straight time. Everyone that works for the town including himself are subcontractors so there is no overtime. If they work Christmas or 24 hours a day it makes no difference. Selectman Robie clarified that if they hire a subcontractor and they hire a driver and they work more than 40 hours per week then that driver needs to get paid overtime by his employer. Road Agent Lewis this is why almost everybody they hire is a sole proprietor. At these rates they can't afford to pay someone period let alone overtime or holiday time. *Selectman Dann moved to change the hourly rate to what is proposed by Selectman Robie. Seconded by Selectman Chivers. All were in favor. Motion carried.* Road Agent Lewis said he would factor that into his budget. Chair Young asked Road Agent Lewis if he would have his budget for the meeting on the 8<sup>th</sup>. Road Agent Lewis said he would.

**The Board to set a Deliberative Session date and set a due date for warrant articles.** Chair Young noted that the Schools Deliberative Session date is February 6<sup>th</sup> at 6:00 pm with a snow day of Saturday, February 9<sup>th</sup> at 9:00 am. She would like to recommend Saturday, February 2<sup>nd</sup> for the Town Deliberative session at 9:00 am and a snow date of Monday, February 4<sup>th</sup> at 6:00 pm. She asked if this was agreeable with the Board. The Board agreed with those dates. Chair Young noted that the Budget Committee would go over their schedule at the next meeting. It was noted that petition warrant articles are due January 8<sup>th</sup>, 2019. Chair Young suggested the warrant article be due on December 6<sup>th</sup> and they will review them at the December 10<sup>th</sup> Selectmen's meeting. They can get them to the Budget Committee by December 12<sup>th</sup> if they

wanted them. Selectman Dann asked if the Board should get their warrant article in by the 6<sup>th</sup> also. Chair Young said it would be due by that date.

**The Board to consider for approval a contract with George E. Sansoucy, PE, LLC to appraise certain fiber optic lines located under the Rockingham Recreational Trail.**

Selectman Chivers said he went to Liberty Utilities open house in Manchester a few weeks ago where they talked about Granite Bridge this pipeline they want to put through Candia in the right of way of Route 101 going from Epping to Manchester. They talked about all of the technical details of the pipeline, but they also talked about how much property taxes they are going to pay the Town of Candia. It is a pretty big number. He has to credit his wife. She mentioned AT&T and Sprint and they are running two fiber optic lines through town and what do they pay. He checked the website and they don't pay anything. He asked Andria to check with Raymond and the Towns where that fiber optic line runs this is what they found. Epping has Sprint assessed for \$368,000 and they have AT & T down for the same number. Raymond has Sprint and AT&T assessed at \$280,000. So between those fiber optics those two utilities pay \$20,000 to Epping and \$13,000 a year to Raymond. They don't pay anything to Candia and Auburn doesn't even know about. They do know because Andria called them to find out if they are doing anything. In order for us to set this thing up and come up with a creditable evaluation they need to have a qualified appraiser do that. Our Assessor recommended they sign a contract with George Sansoucy. He is the appraiser that came up with the assessment for Raymond and Epping. For a \$2,000 contract Mr. Sansoucy will measure how far it goes through town and plug in some numbers and done they send them a bill. Selectman Robie said he understood, but why are they going to pay someone \$2,000 to go down there and measure and do the math. They can assess the footage the same way they do in Epping and Raymond why don't they send them a bill and save \$2,000. Selectman Chivers said he thought of that too. To be honest he really can't his question on that. This is present as a recommendation from Tammy. Selectman Robie said they are the assessors and they can go and measure it themselves if they wanted to. They could measure the right of way in Epping and Raymond divide the math into that number measure their right of way and send them a tax bill. If they wanted to appeal then they could. Selectman Chivers asked if they go to Google Earth. Chair Young said they use the wheel. Selectman Robie said it is simple math in his opinion. Resident Peter Butt said he knows a little bit about that fiber optic cable. He used to work for AT&T and that was on his route. He has a print on that whole cable. They mentioned certain assessments like in Epping. Sprint and AT&T both have buildings, they are little small huts but they are getting them for actual property. They also have to realize that is running on state property. Where it is on state property what right does the town have to collect any money from a utility like the phone company that has all of the poles in the street. Once you start going into that why aren't going to assess the telephone company for all of theirs. If you look at the pole situation in this town they have all kinds of double poles and the telephone company hasn't transferred their stuff after the power company goes in. He doesn't know if they Board has been looking at this stuff, but he has been going down Raymond Road for five years. There is a pole situation, two poles strapped to each other and cables like the way they are. He wouldn't want to have it; it brings people's property values down. You also have cables on Raymond Road and there are two telephone cables hanging off of the strand and they are hitting the ground. He thought there was an accident not long ago and someone on an ATV drove into a utility cable that was hanging down. He would like to go to every pole in town to see which one needs to be transferred, but he just hasn't had the time to do it. They are

letting them off of the hook and it is usually the phone company. The power company puts their stuff on the new pole. They you have the second pole that has to be transferred over and the cable company is the same way. If you are the last company to use the pole, you have to take the pole out and the cable company doesn't want to be part of that. Getting back to the AT&T cable first it was owned by the Boston to Maine railroad and AT&T pays millions of dollars for that route and it was going to the railroad because it is a railroad profit. They are still paying the railroad and they are still paying them yearly. The railroad sold their rights off to another company which is owned by the family who owns the railroad. The money is still staying in the same pocket. They are paying rent to be on that property. So the person who is collecting the money should probably the one who should be paying the tax for ever is on the route. They may be wasting their money getting the contractor out to do something. Chair Young thanked Mr. Butt for his comments. She had heard the same thing that Comcast and the phone companies won't move. Public service did but to get them to move theirs onto the other to the main. Mr. Butt said it's terrible. They are losing all kinds of landline business. He used to do that too and it makes him sad to see the way this has deteriorated. It is very unsightly when you are driving through town, it's horrible. Selectman Chivers said to address the first concern they backed out the value of their little buildings in each one of these towns. This is for the fiber optic and their values are identical, so that leaves me to conclude it's for the fiber optic not for anything else. Mr. Butt said they are going with the lengths, but unlike the phone companies that have the poles all set in the street. He didn't believe the phone company is paying any money in our town. Selectman Chivers said the utilities do pay taxes in the Town of Candia. Every one of those poles is accounted for; they have to get a license for each one. Mr. Butt asked how much are they paying for each pole. Selectman Chivers said he would have to look at the town report it is a pretty big number. It's about 3 million dollars. Mr. Butt said if you have a pole on a private property like offshoots are they paying taxes. Selectman Chivers said he couldn't answer that question. Mr. Butt said that is what you have to look at. They basically aren't on town property. He's not the official spokes person for AT&T, but what he does know the history where AT&T still pays to be on that right of way. The phone company doesn't pay anybody any money to have their cables running down to a private company or whatever. The long distance companies definitely pay on that route. Before you hire someone and you want to know how long it is you can measure it off with a wheeler or read the print. Selectman Chivers didn't think that Mr. Sansoucy would have sent us a contract for \$2,000 if he didn't think we would get any revenue out of it. He is familiar with this and he has appraised Epping and Raymond. He knows what the end result is. Mr. Butt said they were appraised in Raymond and Epping but are they paying Raymond and Epping any money. Selectman Chivers said they send a tax bill to Sprint Communication in Oklahoma so he is pretty sure it is getting paid by Sprint. Mr. Butt said it may very be and good luck if you can get it. Chair Young clarified that his recommendation it to do a little more research into what is happening from his experience. Mr. Butt said find out who is paying and get a history of which companies are paying. Selectman Chivers said our appraiser who we pay for her advice she didn't have a recommendation other than to hire Mr. Sansoucy. Mr. Butt said they should contact these other towns and find out exactly what they are paying and whatnot. Is it still in litigation? He wouldn't just want to throw money out there. Chair Young thought what he was saying is here. It is right here and they in fact paying Epping \$19,112. They are paying \$13,745, but he might not be privy to that information. Selectman Chivers said he has the tax cards from Raymond. He didn't know how much more evidence he needs. Mr. Butt said this is all new to him, but all he is saying is you have "x" amount of feet of

cable out there and who comes up with the figure that you are going to charge per foot. Can you do that without an appraiser? Selectman Chivers said according to Carleton you can piggyback off of what Raymond says per foot. Mr. Butt said why can't you wheel it off with a wheeler from the Auburn line to the Raymond line. Chair Young asked Selectman Chivers what he wanted to do. Selectman Chivers said he would like to go with Assessor Jameson's recommendation. He knows they can save \$2,000 but this makes it look official if they come up with a number by an engineer. Selectman Robie said they are official they are the assessors. If they hire someone to do their work like they hire Tammy to do our appraisals she acts as our assessor for us and this is her advice. He had different advice from the minute this came in the office a month ago. His advice is the same as it was today. Why don't they do that, what do they have to lose. Selectman Chivers said not much just this year's taxes if they don't do it before the end of the year. Selectman Robie said they can do it tomorrow. Our assessor could do that. She can scale it off of a plan. We have the right of way and he knows where it runs. Chair Young said how about they hold off on securing this man's services. She asked if Selectman Chivers wanted to bring something back to the next meeting. Selectman Chivers said that he would. Chair Young said that Tammy can figure it out. Selectman Robie said no and if you want to spend \$2,000 to have someone wheel and do the math they can. Resident Freda Paris said the matter of usual and customary. If you as the Board can say you are the assessors and that's all great. But you can't say on a whim your taxes are this much and your taxes are that much. You should have something official and stick with a usual and customary agency. Usually each of our properties is assessed by a service someone comes and assesses all of our homes. The same way with a tax bill, you have an assessor who does this type of assessment that is usual and customary. You should have some sort of official person/assessor who does this for a living making bill and setting rate. This way it is not disputed later. So it might be \$2,000 but it is \$2,000 well spent and you will get it back without litigation or argument later. Selectman Robie said Tammy is our assessor and she could do this with a little guidance. Just like when you build a new home she goes out and assesses the new home. Selectman Chivers noted she has already said that she is not qualified to assess a utility line or fiber optic line. She recommended that Mr. Sansoucy do it and that is going to be his recommendation. Selectman Dann said after hearing this if we all of a sudden now start charging for this if they don't actual facts to back it up, the litigation is going to be a problem because it would a cost. If someone comes to him and says you owe me this amount of money and they haven't charged you in the past year he would question why. Why and how did you figure this out? Chair Young noted this happened to her. She didn't know if they could do this. She asked if they wanted to talk with the assessor. Selectman Chivers said she is the one that recommended Mr. Sansoucy. She said she was not qualified to do that and recommended Mr. Sansoucy. Mr. Butt said if the appraiser isn't qualified what are they looking for qualifications other than the fact that all you have is all you have. It's a cable that is buried in the ground from one end to the other end. It's nothing like you have to have any kind of special; this company is going to do something different other than the fact that there is a cable in the ground versus how many feet are in the ground. Then that is all you have to know. If you were the assessor you should say to AT&T and Sprint you have four miles of cable in the ground from one end to the other and this is our price per foot. Selectman Chivers said on that point are we just going to make up that price per foot. Chair Young said they would use the same as Epping and Raymond used. Mr. Butt asked if the appraiser was going to dictate or tell you the Selectmen how much per foot that he is going to charge. Then all they have to do is say is he going to charge the town for him getting the map

out and saying it's four miles of cable and he is apply that times the footage. He is going to charge you \$2,000 for that. Selectman Chivers said he agreed with what Freda Paris just said. There has to be a process here. Mr. Butt said it may not be necessary to pay that much money. If he is going to have someone go out and wheel it off and he didn't know why he would. He can give you the old wheeler he had. Chair Young said she appreciated the comments on both sides. What Peter did say is why don't we use our assessor, so how about we come up with whether she calls these two municipalities and finds out how much it is. Then when Scott comes back they will have a full Board. She hasn't seen the contract yet, so hopefully they can review that and they can make a decision for the next meeting. She asked if the Board was agreeable. Selectman Chivers clarified that they wanted to get our assessor to do it. Chair Young agreed with Mr. Butt and it is not going to take too much and she assumed they put down what they get per foot. Like Carleton says just do the math. Selectman Dann asked if this was already laid out and they can look at a piece of paper and they can say there is that many feet of it. Chair Young said from what she heard it is. To him the information is there. Selectman Chivers asked Mr. Butt if he could tell them the exact length of that thing. Mr. Butt said he could but he is not going to say that he is going to do this because it is proprietary. Chair Young clarified that they will look at the contract and they will try to get as much information as we can and they bring this back. She thanked Mr. Butt for his experience and educating us.

**The Board to consider the adequacy of compensation presently classified as "stipend" payments to be allocated in the 2019 operating budget.** Selectman Chivers said last week when they considered the budget they considered the Welfare Directors yearly stipend and the Board agreed to a 98% increase for that stipend. He presumed they agreed to that increase to align her duties and responsibilities. But if they are going to do that for that individual they have a moral duty to consider all of the other stipend recipients in this town. He pull as an example of three people who perform a vital service to this town. The Tax Collector, the Treasurer, and the volunteer Fire Department which is a group not a person and he outlined what their duties are and what their responsibilities are the amount of work involved in fulfilling these responsibilities and the compensation they get for it. There is a huge disparity what they are now committed to paying the Welfare Director for her duties which he admits are important to this town, but she will be the most highly paid stipend employee in this town and here is really no comparison between the amount of time that is required to perform her duties as the Welfare Director and the amount of time required to perform the duties of the Treasurer who has to lay out 50 to 60 checks per week. He highlighted some of the duties of the Treasurer. She is responsible for the collection, management, and disbursement of fourteen million dollars every year. She prepares a complete report for the town of all the financial transactions for the year. She has to account to our auditors. She's subject to the merciless rules of accounting. For that this Treasurer gets \$6,082 and a little extra of \$981. Her compensation for handling fourteen million dollars a year is \$7,750. In addition she has a deputy but her Deputy Treasurer has received less two hundred dollars this year. So between the Deputy Treasurer and Treasurer they don't even get ten thousand dollars. Bear in mind they agreed to give the Welfare Director \$10,000. He went on to the Tax Collector. She is open three days week (see attached) and when send out the tax bills twice a year she is here at night. Last year she collected \$8,379,000.93 in property taxes, \$17,000 in timber yield tax, and \$65,000 in land use change fees. For all of that work our Tax Collector gets \$9,040 per year plus she gets fees for title searches. She does have a deputy but she only works 7 to 8 hours per week. When it comes to the Town of Candia this is the one that

really hurts is that the Candia Volunteer Fire and Rescue Department has 38 active members and they responded to 374 incidents and for those 38 members they split up a \$40,000 stipend. That averages out to about \$106.75 per incident. He asked Donna what the average recipient gets, but the math was too complicated. You can be sure that 38 people sharing \$40,000 that itself is \$1,000 a piece. Lastly you come to the Welfare Department. The web site describes her duties "The Welfare Provides emergency assistance to individuals and families who lack adequate resources as well as direction to various relief agencies as needed. They strive to promote self reliance and independence to all we serve." The Welfare Director assists with the Food Pantry, accounts for grants and charitable donations. The Welfare Director has no fixed hours she is available only when people need her. She also has a full time job, so far in 2018 they have approved zero applications for direct assistance and they have approved zero welfare payments. His point is not to disparage the Welfare Director. What he is saying is if the Welfare Director is entitled to compensation of \$10,000 a year for what she does then it's this Board's duty to reexamine what the Tax Collector and Treasurer and all of the other stipend recipients in this town make as we frame our 2019 budget. Chair Young thought they approve the bottom line. She didn't specifically approving \$10,000 for a salary. She asked if she was correct on that. She thought they approved the bottom line of \$12,000 or whatever it was. She did not remember voting on \$10,000. Selectman Chivers said it went to a vote and that vote passed 3 to 2. Chair Young clarified the \$10,000 or the bottom line. If they could look that up that would be great. She thought they did that in order to move things along because they were debating over a \$10,000 when they have already spent a couple of million. To move it along they voted on the bottom line, but she might be wrong. Selectman Dann said the stipend was at \$10,000. Chair Young said that was in the minutes. Accounting and Payroll Specialist Donna Becker explained it was a vote on the bottom line but also increase the line to \$10,000. Chair Young read from the minutes "with the name change and everything else Chair Young said you are looking to increase the bottom line. If they agree to the bottom line of \$12,051 they won't have to get into details at this point." The Board agreed and they put the \$12,000 in, but she might have misunderstood the motions. Selectman Chivers said the \$12,000 includes \$10,000 for the Welfare Director's stipend. Chair Young said she understood what it states in the lines, but they know the lines can change and she believed the Board agreed because they were messing around with \$12,000. Selectman Chivers said it was his clear understanding that they were approving a 98% increase in the Welfare Director's stipend. Chair Young said she didn't take that from that vote. Selectman Chivers said why would they approve a \$12,000 department budget if they were only going to pay \$5,000. Chair Young said it says specifically they can talk about the details at a later date and she believed because of the hour the Board agreed to do that. Again she may have misinterpreted. Selectman Robie said if there is misinterpretation Mr. Chivers is talking about it at a later date right now. Chair Young asked Selectman Chivers what his point was of all of this. Selectman Chivers replied his point to all this is that they were grossly unfair to all of the other stipend recipients by responding to a person's demand that her stipend be doubled without any evidence of any accounting for her time or what she does. His view is that we rescind that increase in her stipend until such time that we can look at the other stipend recipients and determine the adequacy. Chair Young said before she calls on Mrs. DelRosso she believed the Treasurer and the Tax Collector who has to go to the town for raises did go to the town and receive them. Selectman Chivers said they got an opinion from the NHMA that they don't have to go to the town as long as they are paid with funds that are authorized by the town. It can be in this budget and put in the budget by this Board. If they want to increase the Treasurers stipend

they have the authority to do that. Chair Young didn't believe they were told that last year. Welfare Director DelRosso said last year both the Tax Collector and Treasurer put in warrant articles to have their stipends increase. They are elected and there are only two people that are appointed herself and the Cemetery Sexton. The Cemetery Sexton get \$5,000 and is only available to do that job five or six months out of the year. When she started in 2009 she had quite the case load. She got \$10,000 for 2009 and 2010 and it went down to \$5,000 and it has been \$5,000 every single year. She has got it down to exactly where it is now. This is almost ten years experience and she felt she should be compensated as well. Everybody is always saying let keep the people; let's take care of our own. This is what she is trying to do. There are other things that she does it's not just people calling for applications. If they don't call her for an appointment that is nothing she can control. She has helped in other situations during the course of the day leading them to other avenues. Yes she hasn't spent a cent because she refers them to other agencies where they get help. So she is saving the tax payers all of that money. This was her argument. Chair Young asked Selectman Chivers if he had a rebuttal to that. Selectman Chivers said he didn't have a rebuttal he gave his statement and he stands by it. Chair Young said she wished that Fire Chief Young was here he would say that the firefighters don't do it for the money. Chair Young said she didn't know about the rest. Selectman Dann said when you start talking and Donna says there are only two people that get stipends in that manner and he didn't know how. Last year the Tax Collector and Treasurer put a warrant article in and that's what they understood needed to be done. Are they comparing apples to apples here? He drives around town and he felt there are some people that are in need of it. Do they come forward or not? He is hoping they understand that they are here to help them if they need it. He would like to clarify would they be insulting these other people at this point. It carries on an awful lot. Selectman Chivers asked him to think about it. If you were the Treasurer and you were in here every day. Chair Young said she was not and don't make that statement. She knows for a fact because she is in there every day. That is not accurate. She doesn't have anything against any of the positions they do a wonderful job, but she does believe they were told that those two had to go to the voters because they are elected positions. Now maybe that was incorrect but she thought she could look that up. Selectman Robie thought it would be to her benefit if she looked that up. Just to be sure about that. The RSA is pretty clear that the town can vote to increase a stipend. Chair Young said that's right it has to go to the voters. Selectman Robie clarified through the budget. Accounting and Payroll Specialist Donna Becker explained last year when the Tax Collector asked about how she could get a COLA. They went through the warrant article process because she was under the impression also that it has to be a warrant article at the time because she didn't take the time to research it. They put in for a COLA because the town employees had been getting a COLA's and they had not. They wanted to be able to get the COLA like everyone else and they also put in another warrant article to allow the Selectmen negotiate. This year she emailed NHMA to ask them for clarification on whether or not an elected official had to go through a warrant article in order to get an increase. This is when she found out recently that it has to be the vote of the town, but it can be either through a warrant article or through an approved budget. So the Selectmen can put them in for an increase and as long as the operating budget passes then they would get that. So it doesn't have to be a separate warrant article but obviously the residents vote on the operating budget and that would be their way of saying yes they can have their increase. So they have that option and she did not look into it last year. Chair Young remembered it saying it did have to go to a vote. Resident Sharon Dewitt said if it went like that we vote on a bottom line budget. So everything they vote on

doesn't necessarily mean that it is going to happen. This is what you were just sort of referencing with the stipend. It was in for \$12,000 but they would decide later on so she might not ever get that. She is not sure if that meets the intent either. Last year they put a warrant article in for the town, but they didn't ask for \$10,000 they asked for whatever they asked for. She was not sure why they would be so upset that somebody else is getting compensated. She remembered when Donna took over there seemed like there was an issue with Amanda Soares and she felt that Donna really got harassed and her wages got cut. Her hours were brought down. It happened with old ACO as well to the point where he was like you are making it impossible for him to do the job. So she wanted to ask the Board to remember those issues. She felt she has been doing this job for a long time and the fact that they haven't spent any money on welfare is a testament to what she is doing then not doing anything. She is locating those services and getting that information out there. She iterated that they vote on a bottom line budget so it doesn't mean that they are approving that increase. You as the Selectmen can do whatever you want, so she gets that it's probably the law but it doesn't make sense. Selectman Robie said maybe with this intent that Chair Young has and what the conversation is may they can increase everyone stipend by 95% and put it in the bottom line. Then we can go with it. He asked Selectman Chivers what he thought of that. Selectman Chivers said it doesn't sound like there is much science involved with that. Selectman Robie said he understood that but there is not much science involved with the process they have been through in the past two weeks. Selectman Chivers said when the present that budget to the Budget Committee and the town they should have some rational behind our numbers. We don't just want to say that they have the Welfare Director a 98.5% increase and the Treasurer is going to get the same thing. That would be \$80,000 for the Fire Department then. Selectman Robie said he agreed completely. He is under the impression that they all voted on a bottom line like Chair Young has said, but they are all under the impression that they are going to increase the Welfare Director's stipend by 98%. This is the impression he gets from all of the conversation of the people that have talked. Selectman Chivers addressed Resident Sharon Dewitt and even though it is a bottom line budget during the year when they start paying the stipends they are going to be paying based on that \$10,000 allocation. They aren't going to wait until the end of the year. The recipient is going to get that in quarterly payments throughout the year. Resident Sharon Dewitt said unless you decide in the first month not to pay it. You could decide that first month to change that and decides that she is not going to get that budget and it is a bottom line budget so you can do that. Selectman Chivers said once they put it in the budget that is their commitment. They don't put it in the budget and switch it out later. Chair Young said she had to stop them on that. They had a skid steer in the budget and they didn't buy, but they just did today. They understand what she is saying. They can pick and choose what they buy and don't buy in the budget. Again it is a guideline of what the town is going to spend and they try to the best of our abilities to tell them what we will spend it on. But they spent it on bark mulch and she didn't believe it was in the budget. They do the best they can. Selectman Chivers said these are not suggestions but are commitments. Chair Young replied they didn't buy a skid steer in January. Selectman Chivers said they are still in the budget year. Chair Young said they aren't going to argue they have different philosophies. Resident Carla Penfield said listening to Mr. Chivers the question is how do you resolve cost of living increases for "x" number of people but then doubling someone else's. She understood what he was saying and how do you justify that. It doesn't make sense when he is speaking about it. You have three or four people that got cost of living increases in their stipends essentially. They you have this one single individual that you intend to increase their stipend by

twice that much. So she thought what Selectman Chivers was pointing out was how are you going to explain the fairness of that and how do you justify that. How do you justify this person is worth a cost of living increase but this person is worth twice what we are paying her. Chair Young thought it would be something suitable to put in a warrant article and then they have to abide by it. Resident Al Hall wanted to caution the Select Board and be very careful about what you do with anything subject to welfare especially complying with state laws. There is confidentiality and the welfare director in his terms is sworn to that. You have to be very careful. Selectman Dann said last year when the other two received an increase and they did it in a warrant article what percentage of that did they not give other people either. They don't have an answer for it but what he is trying to say is what has done in the past equal across the Board. If someone is under paid where do you go do you do 98% or 25%. You have to analyze that whole situation. You can't say everyone should get a 95% in their stipend that is not a realistic situation. Chair Young thought that was sarcasm, but maybe not. She asked what is Selectman Chivers was recommending and where was he going with all of this. Selectman Chivers said they have a duty to all of our employees and our stipend recipients to be fair. This means they try to treat people uniformly. They just adopted a compensation plan that is pretty ridged. People move from one step to another after so many years. There isn't one person in that compensation plan that gets more than another based on the criteria of that plan. How is it that they can afford one stipend recipient a 98% increase and being silent as to the rest of them, they all provide a vital service to this town. Chair Young asked what he was getting at did he want something lower or higher. Selectman Chivers said he point was to rescind that increase and that stipend until such time as they can determine all of the stipend recipients are entitled to some determination of the adequacy with which they pay. Chair Young asked if he wanted to rescind that and lower the bottom line. She didn't think they made a commitment to the \$10,000. Did he want to lower that \$12,000 by \$10,000 and leave it at \$2,000? Selectman Chivers said he would like to move that stipend back to where it was to \$5,105 and reduce that line by \$5,000. Chair Young asked if he would like to put that in a motion and they will see how that goes. *Selectman Chivers moved the Welfare Director Stipend line back to \$5,105 and reduce that line by \$5,000.* And with the understanding before they finalize this budget they will look at all of the other stipend recipients in addition to determine a cost of living raise. They have a couple of big decisions to make one is the cost of living raise and the other is Highway budget. When they get to the very end of this they'll make a determination with respect to all of the other recipients. *Selectman Robie seconded for discussion.* They are one Board member short tonight and they need to consider that and with that being said he would second that motion. Chair Young clarified that they are going to lower welfare to \$2,000. Selectman Chivers said the budget will be \$7,051 and when they get to the end of this whole process they will look at the stipend recipients and make a determination when we do our cost of living raise. Selectman Dann said he agreed to get an understanding of all of these stipend people. They are making a decision tonight and that is not the final decision. They need some additional information, because some people got raises other years and some people didn't. They need to take all of that into consideration. They could leave it at \$12,000 and adjust it another time but they have a motion on the floor and he would be in favor of that. Chair Young said the Board would prefer to do that then wait for Selectman Komisarek to be here. Selectman Chivers said he will be here for the final discussion. For now the increase has been rescinded and that was his motion, the budget is \$7,051 and they will take all of this up at the end of our proceedings. *Chair Young called for a vote. Selectman Robie, Selectman Chivers, Selectman Dann were in favor and Chair*

*Young was opposed. Motion carried on a vote of 3 to 1 (3-1-0).* Chair Young said it might be advantageous to get hours together spent doing different things without being specific, if confidentiality was address it might be a different case. Resident Becky Sarra asked if there is a definitive date when that is finalized or have a decision. Selectman Chivers said they need to get the budget to Budget Committee before the 4<sup>th</sup>. Chair Young said they can give them our proposed budget. They will get it to them by the 10<sup>th</sup> and there can be changes made. Resident Becky Sarra said she is not talking about the budget she is talking about stipends and increases. She didn't hear a commitment to finalize that discussion. Selectman Robie said he did make a commitment that when they talk about the cost of living for the rest of the town employees is when they would discuss that. Resident Becky Sarra said that is not a final commitment. Selectman Chivers said they will be discussing it at the next meeting. Resident Becky Sarra said that was a discussion. There was discussion about the dates. Selectman Robie said until the cost of living comes in, whatever the CPI is, that could be much later on in the budgeting process. Before it goes to the final vote of the Budget Committee this budget can be adjusted by the Selectmen and the Budget Committee right up to the last day they work on it. Resident Becky Sarra didn't have a sense that it would. It is very easy to drag out the argument that it is a bottom line budget. She has heard two side of the coin here tonight. The argument comes the way you want it to be it is either bottom line budget or it is the line that they are making a commitment for. The Board needs to be careful, it is or it isn't. Accounting and Payroll Specialist Donna Becker said yes it is a bottom line budget and yes within a department budget some lines may go over and some may be under. What a person is paid is an exact, it doesn't change. Once the commitment is made to their pay that is what they get. Those lines don't get messed with. The rest of your budget might have to shift a little bit but if you have a stipend of \$7,000 for the year that is what you are getting. If you have a pay of \$15 per hour that is what you are getting, those numbers don't get messed with. The rest of the budget can be moved around a little bit as far as you need to spend a little over for office supplies, etc. This is a whole different story, but you don't mess with peoples pay. Once the commitment is made to pay that is what is honored. Chair Young agreed with that and her memory is pretty good. She thought they hired a Cemetery Sexton in the middle of a year. Accounting and Payroll Specialist Donna Becker clarified that he stated January 1<sup>st</sup>. She explained when they have an election in March and they get a new Selectman those are prorated for that position, but the money for that position doesn't change. She didn't want anyone to think they are going to mess with peoples pay to move money around, they don't do that. Selectman Dann wanted to state his position and just because they moved that down doesn't necessarily mean that is what it is going to be. There will be discussion and adjusted correctly as the Board sees fit. He agreed if they tell someone that they are going to get a certain pay that is the pay they are going to get. Chair Young asked if it was the Boards pleasure at the October 8<sup>th</sup> meeting to discuss the stipend positions. Selectman Dann said yes and the sooner the better. Selectman Robie said they just discussed the cost of living and there are some stipend employees that are entitled to a cost of living. If they are going to give the regular employees a cost of living they need to give them one across the board because they have to be fair to all of their employees. They haven't been to numerous stipend employees over the years and now they understand the process better. So when they give out cost of living raises they can all get a cost of living raise. You may not be able to finalize this on October 8<sup>th</sup> because some of those stipend employees may be entitled to a substantial increase in their stipend if deserving of it. It is going to be very difficult to put a date on that until the budget is finalized by the Selectmen and the Budget Committee right up to the date. He doesn't

know what the date is but he thought it was going to end up being ten days before the deliberative session. Selectman Chivers said let's not over promise. He thought that Becky made her point. Resident Becky Sarra said they are paying with their paychecks. You are saying something and then retracting it. Chair Young understood what they were saying. Selectman Dann said he doesn't like to tell someone that they are getting something and then they rescind it. This is next year's budget it's not affecting any pay right now. When they get more information it might go right to that. He asked they have to wait until when for the cost of living increase and the reason why. Chair Young said they have received information on that. They are projecting 2.8% for Social Security recipients. Selectman Dann said they are talking so far out and if they know what the cost of living is going to be why don't they move forward on it. Chair Young thought they could and the public wants to know when this will be discussed again. They are not promising anything one way or another. They will discuss this topic on October 8<sup>th</sup>. Resident Carla Penfield said something just occurred to her about stipend recipients that never got an increase. She thought when you run for the School Board you get "x" number of dollars and she doesn't recalled it ever being increase. It is the same for the Select Board. She thought they had stipend positions that when people take the job they know this is the amount of money that I'm compensated for my time and it hasn't changed in years. Chair Young said there are two appointed stipend positions and she thought that was what the point was. She brought up a good point and they will discuss that.

**The Board to authorize payment of payroll checks and accounts payable checks.** Selectman Chivers announced the grand total for accounts payable and payroll checks for September 20<sup>th</sup> and September 27<sup>th</sup> was \$86,892.43. Selectman Dann moved to approve the accounts payable and payroll checks for September 20<sup>th</sup> and September 27<sup>th</sup> was \$86,892.43. Seconded by Selectman Robie. All were in favor. Motion carried.

### **Other Business**

**Transportation Plan amendment:** Selectman Chivers explained they've had a resident in town that has read their transportation plan. She lives on Baker Road. Becky Hopkins saw where the Portsmouth/Concord railroad used to go. It is no longer there and it is actually a big swap there now. The land has reverted back to private ownership. She found a map in the transportation plan titled "Alternative Transportation and Scenic Roads". The Portsmouth/Concord railroad bed is on there as a multiuse trail. It says it's been abandoned in parenthesis. Becky is concerned that people are going to be riding their bikes through her backyard. So she requested some information to find out how this came to be. He went through all of his notes because Dennis and he were on the same project. He started looking through the maps that accompanied his draft of the transportation plan and the map he got doesn't show that rail bed going through Becky's backyard. He is not sure how all of this happened. Becky is rightfully concerned because once it shows up as a component of the Master Plan that indicates the town has a commitment to build out this multiuse trail through her backyard which we have no intention of doing. Road Agent Lewis wanted to stress it doesn't exist any longer it was abandoned in 1853. They stressed to SNHPC that it was all privately owned. When he pulled out his final draft of the transportation plan it was in there. His concern originally was they labeled every closed road as class 6 and he focused on getting that changed. He thought they made it clear this was not in existence anymore, this rail bed. But somehow at the last possible minute it came in on the map.

He thought it was their duty to get it changed. Resident Mark Chalbeck believed there is a document with dates from 1850 if there are landowners out there they have use of the railroad beds to access their land off of the railroad beds. There is a touchy situation there if we go to say one way or another. There is documentation from the 1850's saying if you own land out in these area's the railroad bed is your access. Chair Young believed it was a mistake and it was overlooked. She didn't know what the process is to get it off the map. Selectman Chivers said the Board of Selectmen should reconvene the Transportation Subcommittee with the instructions that they review this matter and come back with a recommendation that this map be corrected. Chair Young asked if they could just ask the Planning Board to ask SNHPC to take it off. Selectman Chivers said they adopted this and it was adopted by the Planning Board. So the right way of doing it is to reconvene the committee. They will look at it and see that it was a mistake in the first place and then make a recommendation that it be eliminated. Resident Becky Hopkins of Baker Road thanked the Board and town for responding the way they have she really appreciates the quick response. She has spoke with SNHPC with Nate Miller and Adam Hensley and updated them on the status of the abandoned road and the fact that it was transferred to the private land owners in 1859. This is recorded on her deed at the registry. There is a NH Statute 255:6 A that exempts abandoned railroad beds that were transferred prior to 1969. So that transfer makes that railroad bed completely privately owned. There is no prior lien, encumbrance, or easement. If there is any question about that feel free to discuss it with her after the meeting. She would provide them with the specific RSA. The additional change was to strike the proposed rail trail on the abandoned railroad which is on page 53 and 54. It references it as a tremendous opportunity for a new rail trail in Candia. The program is part of a National Program the RTTC which requires towns, municipalities, and Planning Boards to approach the landowners in cases where land like this was privately owned before. To make sure they support it for good reason. Chair Young said it sounds like it was a mistake and it should be easy enough to take care of. Road Agent Lewis thought that Selectman Chivers had the right idea with this one. Just reconvene make the adjustments in the plan and direct SNHPC to take it out. Chair Young asked if they needed a quorum to do that. Road Agent Lewis said he didn't know. Chair Young thought they would need a quorum with the transportation committee and are they all still alive. Road Agent Lewis said there were four of five of them that they can get to together and get a quorum. *Selectman Chivers moved that they reconvene the Transportation Steering Committee for the purpose of correcting errors in the Transportation Plan.* Selectman Robie asked if the Transportation Committee put together by the Selectmen or the Planning Board. He was pretty sure it was the Planning Board. Road Agent Lewis said they broke up into groups at the Community Profile event. Selectman Robie asked if that was the Planning Board's event. Selectman Chivers said he was appointed by the Board of Selectmen to that. Selectman Robie said he didn't recall that but was sure they did if Selectman Chivers said so. It was just a question if they were going to reconvene something that they didn't have the authority to do. Selectman Chivers noted there were two Selectmen on it. He was pretty sure there was no one from the Planning Board on it. Selectman Robie noted that Scott was the Planning Board rep. Resident Becky Hopkins clarified if they were getting a commitment to strike the whole section about a new rail trail since there are no other proposed trails and that particular trail is privately owned. Selectman Chivers said they would look at that. Chair Young said the committee has to vote they can just say they will do it. Resident Becky Hopkins said based on that being confirmed they would be prepared to eliminate that. Selectman Chivers explained they already have a rail trail in Candia. Resident Becky Hopkins added and lots of other trails that aren't rail

trails. Selectman Chivers explained there is only one rail trail in Candia and it is the only one you could have a trail on. Resident Becky Hopkins explained what she had learned the Rail Trail program through all of her research is a federal program which has additional Land Use laws associated with the corridor. The old rail bed corridors are being acquired nationally because they are long straight and flat. They would make great transmission corridors for utilities, so these rail trail programs are federally funded then they are acquired right of ways that can be used for utility line corridors. It is in their Land Use law associated with the rail trail. Chair Young said they would reconvene and that would take care of that situation. Selectman Robie said as long as they have the authority to do that he thought that was a Planning Board issue. It was noted that the Planning Board and the Selectmen both adopted it. *Selectman Robie seconded by Selectman Chivers motion. All were in favor. Motion carried.*

Selectman Robie moved to adjourn at 8:05 pm. Seconded by Selectman Dann. All were in favor. Motion carried.